

## EDUCATIONAL PROGRAMS

The educational programs of the Division focus on current Children's Division (CD) staff as well as on persons preparing for employment in child welfare service.

The Division has one full-time Master of Social Work and several part-time programs for current employees. These programs serve as a means to develop staff with a broad social work perspective and to meet the educational training needs of the staff in various parts of the state. Each of the programs uses Title IV-E funding, State Funding, and University funding to contract with accredited universities or those in pre-accreditation status.

The full-time Master of Social Work Degree program is with the University of Missouri-Columbia. This contract requires CD staff to attend social work graduate school on a full time basis for up to two years in order to obtain the MSW degree. The contract pays for the tuition, books and course related fees, as well as faculty travel, equipment and supplies associated with the program per Title IV-E guidelines. The Division maintains the salary of the staff selected for this program. Per Title IV-E guidelines, these staff have all the benefits of the Merit System while attending school. Staff selected for this program agree to repay the Division in time worked on the job. Child welfare curriculum development and costs for classroom and field instructors are also part of the contract. University general revenue funds are used to match Title IV-E training funds as outlined in 45 CFR 235.63 through 235.66(a).

The Division has a part-time educational program that culminates in an MSW degree for CD staff in Jackson County. This program is a joint venture between the Division and the University of Kansas, School of Social Welfare.

Another part-time program, provided through collaboration between Southeast Missouri State University in Cape Girardeau and the University of Missouri-Columbia, offers a distance learning opportunity to Division staff in the southeast quadrant of the state. A similar collaboration exists between the University of Missouri-Columbia and Western Missouri State College to serve the northwest quadrant of the state. A partial reduction of work activity allows the employee to attend school and remain in their locale providing services to families and children and applying their new skills under faculty supervision.

Collaborative efforts have been successful with three additional accredited universities in the state. These universities have worked with the Division to develop part-time curricula and programs for current Children's Division supervisors and workers to obtain the Master of Social Work degree. This process will help meet staff educational requirements for accreditation as established by the Council on Accreditation (refer to Part Six). Contracts are in place with the University of Missouri-St. Louis, University of Missouri-Kansas City, and Southwest Missouri State University.

For selected BSW students preparing for employment in a public child welfare agency, the Division contracts with five universities throughout the state, to provide curricula electives specific to public child welfare, field placements in a public child welfare office,

and stipends for senior year BSW students, selected jointly by the university's undergraduate school of social work and local Division staff. These students commit to work with the Children's Division in IV-E programs upon graduation. Additional educational programs may be developed with other accredited graduate schools in the future.

**Trends:** Staff who obtain the MSW degree are eligible under the Merit System guidelines to advance to both supervisory and other administrative positions as well as clinical support positions such as the Children's Division Specialist position. The BSW students, who become full staff members, may advance into first-line supervisory positions. These BSW students, now full staff members, may seek to obtain the MSW degree. To support the mission of our work with families, the Division seeks to maintain as many opportunities as possible for staff and for the BSW students seeking employment in a public child welfare setting. To achieve this goal, collaboration with universities, including negotiation of contracts, especially in the light of increasing tuition costs, and negotiation of relevant content of elective courses, will continue. Budget restraints have, for the last four years, forced the recruitment of employees or persons preparing for employment to remain static.

Charts **are attached** showing the number of staff or senior year BSW students preparing for employment who have been supported by one of the MSW or BSW programs since 1999. These charts are not a matrix in which all the numbers add to the total at the top. Some employees will be counted in more than one category.

Since 1999, we have enrolled 155 employees in the full and part-time MSW programs and 224 senior year BSW students in the undergraduate program for persons preparing for employment. Some employees have withdrawn from the part-time MSW program and finished the course work, paying for it themselves, as this fit their unique family needs. Others withdraw due to the demands of the workload and the study load or for personal difficulties. Some leave the Division; some remain employed.

Persons default on their repayment agreements for many reasons, most of which are associated with a change of lifestyle such as a spouse being transferred to another state for employment or military duty. More persons in the MSW programs remain employed longer after their graduation date than those employees the BSW program. This may be due to the MSW staff being employees with a minimum of two years experience prior to eligibility for the MSW program, whether at the full or part-time level. The experience gives the employee a picture of the needs of families and children served by public child welfare and the employee feels they can do the work required. The BSW student has a practicum in a local county office and receives the same training as any other new hire. However the practicum lasts only four months, as opposed to the two years experience required of the current employee.

While we lose persons before they fulfill their agreement, and while we lose persons immediately after they fulfill their agreement, we retain many more. To date, the MSW program has 131 persons still employed. The BSW program has 109 still employed.

The BSW chart shows that many of these students meet their commitment then leave. The two main reasons given by the most recent BSW staff to leave prior to meeting their commitment, or immediately after are: 1) the stress of the job is more than they feel they can tolerate; and 2) they can find a better paying job elsewhere. Staff who remain employed for longer periods, gain experience in the application of their knowledge and skills to the actual work with families. They enhance both the services and mission of the Division as well as provide useful input into curriculum changes to meet child welfare's ever changing needs.

# EDUCATION PROGRAM DATA AS OF APRIL 29, 2005 MASTERS OF SOCIAL WORK PROGRAMS

Data Element	UMC FT	SEMO PT	WMSC PT	SMSU PT	UMKC PT	UMSL PT	KU PT	TOTAL
Persons entering program 1999 and after	38	39	9	10	20	20	19	155
Persons withdrawing prior to completing degree	0	3	4	3	2	0	3*	15
Persons completing Degree as of May 2005	34	34	4	7	9	12	15	115
Persons still enrolled	4	13	1	1	9	8	1	37
Persons defaulting on agreement after graduation, before end of agreement	2	1	0	0	1	0	2	6
Persons working till end of agreement period then leaving	0	0	0	0	0	1	0	1
Persons working past agreement period, then leaving	0	3	0	0	0	2	1	6
Persons still employed	34	33	7	8	18	16	15	131

\*Employment Terminated for Cause

**Legend:** University of Missouri-Columbia = UMC

Southeast Missouri State University = SEMO

Western Missouri State College = WMSC

Southwest Missouri State University = SMSU

University of Missouri-Kansas City = UMKC

University of Missouri-St. Louis = UMSL

University of Kansas = KU

**EDUCATION PROGRAM DATA**  
**APRIL 29, 2005**  
**BACHELORS OF SOCIAL WORK PROGRAMS**

Data Element	UMSL	SLU	WW	SEMO	CMSU	AVILA	SMSU	UMC	Total
Persons entering program 1999 and after	55	22	7	23	27	4	64	21	224
Persons withdrawing prior to completing degree	0	1	0	0	0	0	0	0	1
Persons graduating as of May 2005	55	21	7	23	27	4	64	21	223
Persons still enrolled	9	2	1	4	6	0	10	3	35
Persons defaulting on agreement after graduation, before end of agreement	7	5	1	1	4	0	9	2	29
Persons working until end of agreement period, then leaving	7	4	2	7	6	1	10	7	44
Persons working past agreement period, then leaving	15	6	1	6	6	1	8	5	48
Persons still employed	30	8	3	10	8	2	38	10	109

**Legend:** University of Missouri – St. Louis = UMSL

Sub-contractors: St. Louis University = SLU

William Woods University = WWU

Southeast Missouri State University = SEMO

Central Missouri State University = CMSU

Sub-contractor: Avila

Southwest Missouri State University = SMSU

University of Missouri – Columbia = UMC